

## 2023 WSCFF Convention Resolution

1 SUBJECT: Maintaining FMLA Protections for First Responders on Short-Term Leave  
 2 RESOLUTION #: 23-11  
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- 4
- 5 WHEREAS: IAFF Local 2781 represents first responders working at three shops, two of those  
 6 employing fewer than 50 persons; and  
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- 8 WHEREAS: First responders are called to do physically demanding work, where  
 9 accommodations and light-duty are not always available; and  
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- 11 WHEREAS: Paid Family Medical Leave (PFML) in the state of Washington is the most  
 12 progressive paid leave law in the nation and has secured up to 12 weeks of paid  
 13 leave for every employee in the state; and  
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- 15 WHEREAS: Employees at agencies employing 50 or more persons receive all the protections of  
 16 state and federal statutory family medical leave laws; and  
 17
- 18 WHEREAS: Employees at agencies employing fewer than 50 are not guaranteed any of the job  
 19 protections and benefit continuations required by the laws governing family and  
 20 medical leave; and  
 21
- 22 WHEREAS: RCW 50A.35.010 Employment Protection provides up to twelve work weeks of  
 23 protected leave, including job protection and the continuation of health insurance at  
 24 no cost to the employee, when the agency employs 50 or more people; and  
 25
- 26 WHEREAS: First responders must meet far more strenuous fit-for-duty criteria than most  
 27 workers and may require a longer duration of leave before returning to full, active  
 28 duty; and  
 29
- 30 WHEREAS: This disparity in treatment is unfair, unjust, and forces employees (most making  
 31 less pay) to choose between spending thousands of dollars a month in COBRA  
 32 payments or attempting to continue working while sick or injured; now therefore be  
 33 it  
 34  
 35
- 36 RESOLVED: That the WSCFF shall pursue, through legislation, an amendment to RCW  
 37 50A.35.010 or other applicable statutes providing commensurate job and benefit  
 38 protections to ALL first responders, regardless of the size of the agency at which  
 39 the employees work.  
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- 41 SUBMITTED BY: IAFF Local 2781, Union Firefighters of Snohomish County

| Committee   | Action Taken | Recommendation |
|-------------|--------------|----------------|
| Legislative |              | Do Pass        |
| To Floor    | Adopted      |                |

ASSIGNED DESIGNATION: